Raven Software Job Description Template

Job Title: Build Engineer – Raven Software
Reporting To: Lead Tools Engineer
Department: Engineering Department – Raven Software
Location: Middleton, WI

Your Platform <mark><Do Not Edit ></mark>

Founded in 1990, Raven Software is the developer of numerous award-winning games including *Hexen*, *Star Wars Jedi Knight II: Jedi Outcast*, *Marvel: Ultimate Alliance* and most recently, a major contributor to the blockbuster *Call of Duty®* franchise. We're based in Middleton, Wisconsin, a suburb of Madison, annually ranked on numerous lists as one of the top places to live and work.

We have a unique vision for our industry. One that has and continues to inspire us. We bring no egos. We focus on what is best for the game. We hire stunning peers. We own our own mistakes. We treat each other with respect. After nearly 30 years, Raven Software is still thriving. We developed a team who cares about one another, our games and our players. As we enter the next exciting chapter of our story, we are growing. Our team is creative, highly intelligent, well-led and equipped to face this exciting future. If you want to work with a world-class team, on exciting new projects, then apply today! We look forward to hearing from you.

Raven Software is wholly owned by Activision. To learn more about our studio, please visit us at www.ravensoftware.com, on Facebook at www.facebook.com/ravensoftware, and @RavenSoftware on Twitter.

Your Mission

As a Build Engineer at Raven Software you will be developing and improving the build pipeline that is critical to developing and shipping our games. This includes empowering our development teams with improvements to our continuous integration system, as well as our game build deployments.
You will utilize several technologies in the development of our build pipeline, including Python, C/C++, C#, and our own internal frameworks. You will work with the Tools Lead and our developers to design improvements and iterate on build pipeline improvements.

Qualified candidates need to be agile and self-starters. This is an exciting opportunity to join an award-winning video game developer, and work with some of the best gaming talent in the world.

Priorities can often change in a fast-paced environment like ours, so this role includes, but is not limited to, the following responsibilities:

- Develop, modify, debug, and optimize existing build/asset pipeline and CI systems
- Co-develop and collaborate with other Activision studios
- Document software and features for internal and external teams

- Participate in the code review process

Player Profile

Minimum Requirements:
- Bachelor's degree in Computer Science, Engineer, or Math-related field
- Experience with a build pipeline for game or media development
- Proficiency in Python, or other scripting languages
- Background in C/C++ and C#
- Experience with revision control systems & branching schemes; Perforce, Git, etc.
- Ability to quickly understand and work with internally and externally developed code
- Team motivated, with a good work ethic and desire to keep improving
- Creative, motivated, focused, passionate, results-oriented
- Demonstrated ability to write efficient, readable, and reliable code
- Good written and verbal communication skills
- Passion for games and build pipeline development

Extra Points:
- Proficiency with CI solutions; Jenkins, TeamCity, Bamboo, BuildBot, etc..
- Distributed build system experience; SN-DBS, Incredibuild
- Familiar with PS4/Xbox tools and release processes
- Experience with Linux; CentOS, Ubuntu
- Working knowledge of web technologies; javascript, flask, jinja, etc..
- Exposure to DevOps tools; Puppet, Docker, Grafana, InfluxDB, Kubernetes

Our World <Do Not Edit >

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Our ability to build immersive and innovate worlds is only enhanced by diverse teams working in an inclusive environment. We aspire to have a culture where everyone can thrive in order to connect and engage the world through epic entertainment. We provide a suite of benefits that promote physical, emotional and financial well-being for 'Every World' - we've got our employees covered!

The videogame industry and therefore our business is fast-paced and will continue to evolve. As such, the duties and responsibilities of this role may be changed as directed by the Company at any time to promote and support our business and relationships with industry partners.

Raven Software is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, protected veteran status, or any other basis protected by applicable law and will not be discriminated against on the basis of disability.

Raven Software Job Description Template

Job Title: Senior Tools Engineer – Raven Software
Reporting To: Lead Tools Engineer
Department: Engineering Department – Raven Software
Location: Middleton, WI

Your Platform <mark><Do Not Edit ></mark>

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Your Mission

As a Senior Tools Engineer at Raven Software you will be empowering the development teams to deliver a world class gaming experience. By providing them with new and improved tools, you will be maximizing their iteration times and productivity. You will be responsible for delivery of those tools to the development teams. You will utilize several technologies in the development of our tools, including C/C++, C#, Python, WPF, WinForms, and Qt. You will work with the Tools Lead and content creators to design and iterate on the tools & pipelines used to develop our titles.

Qualified candidates need to be agile and self-starters. This is an exciting opportunity to join an award-winning video game developer, and work with some of the best gaming talent in the world.

Priorities can often change in a fast-paced environment like ours, so this role includes, but is not limited to, the following responsibilities:
- Develop, modify, debug, and optimize existing tools
- Gather requirements from content creators and stakeholders
- Architect and develop new tools used in asset creation, management, and conversion

- Co-develop and collaborate with other Activision studios
- Document software and features for internal and external teams
- Participate in the code review process

Player Profile

Minimum Requirements:
- Bachelor's degree in Computer Science, Engineer, or Math related field
- 5+ years of experience in media-pipeline tools development (game, DCC, or movie)
- Previously shipped titles
- Strong background in C/C++
- Experience with C#
- Understanding of the fundamentals of 3D math
- Ability to quickly understand and work with internally and externally developed code
- Team motivated, with a good work ethic and desire to keep improving
- Creative, motivated, focused, passionate, results-oriented
- Demonstrated ability to write efficient, readable, and reliable code
- Good written and verbal communication skills
- Passion for games and tools development

Extra Points:
- Proficiency using Python, Perl, or other scripting languages
- Strong background in 3D math
- Working experience with various asset types that are used by modern games
- Knowledge of revision control systems & branching schemes; Perforce, Git, etc.
- Proficiency with CI solutions; Jenkins, TeamCity, Bamboo, BuildBot, etc.
- Demonstrated work with modern consoles and toolchains

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Minimum Requirements:
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- Good written and verbal communication skills
- Passion for games and tools development

Extra Points:
- Proficiency using Python, Perl, or other scripting languages
- Strong background in 3D math
- Knowledge of revision control systems & branching schemes; Perforce, Git, etc.

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Raven Software Animator Job Description

Job Title: Animator
Reporting To: Senior Animator
Department: ANIMATION
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise is looking for a talented and passionate Studio Animator to join our talented team as we continue to develop the best gameplay experiences in the industry.
Ideal candidates will have a strong passion for creating both realistic and stylized animations, work alongside experienced Raven artists and Motion Capture team to produce content for high profile games.

You must be able to thrive in a challenging environment, with an aptitude for critical thinking and analysis, and a deep passion for videogames. Experience in first-person shooter (FPS) games and knowledge of the Call of Duty games is a huge plus.

This is an excellent opportunity to work and be part of a highly talented team of proven developers who are passionate about making games.

Your Mission:

- Work closely with Senior Animators to deliver high quality animations

- Produce pre-visualizations and present concept ideas to the team

- Collaborates with team to ensure project goals are met and delivered to the highest levels

- Work with the Motion Capture team and assist in shoots to capture the highest levels of performance

- Working close with both the campaign and gameplay team to create stunning animations and cinematics

Player Profile:

- High skill levels in all areas of 3D animation and strong understating of animation principals

- Bachelor's degree (B.A.) in Animation focused program

- 10+ years of experience in games or animated feature films

- Proficient in Maya, Max, and/or Motion Builder

- Can quickly learn and master new tools and implementation techniques

- Communicate and collaborate effectively with other disciplines and departments

- Contribute and be part of a highly creative team, receiving and responding to feedback

- Absolute passion for playing and making the industry's best videogames

Portfolio:

- Strong reel demonstrating excellent examples of keyframe and motion capture animation works.

* Only submittals with Cover Letters will be considered – we want the best, so tell us why that's you!
** Depending on previous experience, you may be required to complete an Animation Test.

About Us

Located in Madison, Wisconsin, RAVEN SOFTWARE offers an upscale work environment with state-of-the-art workstations, competitive compensation, generous benefits, highly-skilled teammates, affordable living, and an exceptional quality of life.

About Activision

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Raven Software Artist Job Description

Job Title: Artist
Reporting To: Senior Artist
Department: ART
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise is seeking a passionate Associate Artist to join our art team. Studio Artists are responsible for setting the bar for visual and production quality while fostering a fun and productive environment for coworkers.

This is an excellent opportunity to work and learn from a group of talented and proven developers who are passionate about making games.

Your Mission:

- Craft compelling visual narratives that reinforce and enhance the game's setting, story, and gameplay elements
- Build (set dress, edit, optimize) realistic detailed 3d environments from photo reference and concept.
- Communicate and collaborate effectively with the development team.
- Quickly learn and adapt to new tools, processes, and pipelines.
- Assist in troubleshooting artistic and technical issues.
- Create 3d models (structures, terrain, props) from photo reference and concept.
- Support 3d asset outsource process (gathering reference, creating proxy 3d models)
- Ensure that artists are striving to complete highest priority assignments.
- Work with Production to ensure time estimates are accurate and achievable.
- Collaborate with artists on team to ensure project goals are met.
- Proven ability to setup and define pipelines, processes, and best practices.
- Sets up discipline specific art training and tests for candidates being considered and artists on the team.

Player Profile:

- Solid portfolio demonstrating focus and commitment to 3d environment creation.
- A minimum of 2 years developing art for games
- Friendly, helpful, and collaborative in a team based environment.
- Demonstrated modeling skill and experience in a major 3d package.

- Demonstrated ability to create and edit textures in Photoshop.
- Basic understanding of lighting and shader creation.
- Effective verbal and written communication skills.
- Awareness of game engine budgets, limits, and memory constraints.
- Basic ability to communicate visually utilizing traditional media.
- Ability to consistently resolve issues from a visual, production, and technical perspective.

In order to be considered for this position, you must submit a portfolio

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Raven Software Associate Software Engineer Job Description

Job Title: Associate Software Engineer
Reporting To: Lead Programmer
Department: PROGRAMMING
Location: Middleton, Wisconsin

Why Raven?

Here at Raven, we pride ourselves on our unique vision for the industry that continues to inspire us after more than 30 years. We developed a team that cares about one another, our games, and our players. We treat each other with respect. We bring no egos. We focus on what is best for the game. We hire stunning peers. We own our mistakes. As we enter the next exciting chapter of our story, we are looking for people to grow with us. If you want to work with a world-class team, on exciting new projects, then apply today! We look forward to hearing from you.

Your Mission

This is a junior level programming position on various game development teams. A programmer in this role will take direction from the lead programmer on the project and complete programming tasks on the project.

You Will...

- Implementation of game systems in C++
- Debugging software
- Following group standards and best practices
- Seek guidance from more experienced programmers when working in a new area
- Design and write software under the direction of the lead programmer
- Track personal task progress
- Document designs and code developed
- Collaborate with artists and designers on the requirements and design of systems

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We each bring a unique set of experiences from dozens of cultural backgrounds. Our shared values unify our direction and decisions, helping us touch the lives of more than a billion people each day.

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Raven Software Associate Systems Administrator Job Description

Job Title: Associate Systems Administrator
Reporting To: Senior Systems Administrator
Department: INFORMATION TECHNOLOGY
Location: Middleton, Wisconsin

Why Raven:

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Your Mission:

As an Associate Systems Administrator you will be responsible for the supporting the Senior Systems Administrator with technical design, planning, implementation, administration, and the development of recovery procedures for critical services and our technology infrastructure at Raven Software. You will serve as a technical support on the team, supporting operating systems, compute/storage/networking infrastructures, and a range of applications. This role will work closely with all disciplines within the studio as well as IT teams at our corporate offices, partner studios, and Central Technology. Ultimately, you will ensure our software, hardware, servers, and networks run smoothly.

Your day-to-day priories will be supporting the core studio information technology services by managing the operations of our infrastructure, monitoring system performance, configuration of equipment and services, and the maintenance repair. Given the nature of our environment, you will occasionally be available to work off-hours to deal with serious outages or to respond to immediate problems.

As a member of the IT team, you will also be responsible for managing and maintaining remote computing systems and services, as well as any internal tools utilized by Raven Software; (Jira, Confluence, Office, etc.). You will not only assist with helpdesk tickets, but are expected to help us exceed client expectations, map and deliver critical timelines, maintain standards, and manage assets.

Player Profile:

Minimum Requirements:

- Bachelor's degree preferred, Associate's Required or
- Friendly, customer focused and top-level support a must
- 5+ years experience in Information Technology roles with a focus on infrastructure administration.
- Advanced knowledge of Active Directory, Microsoft Exchange, and Office 365
- Extremely comfortable in both Windows and Linux environments
- Familiar with various storage technologies with a strong foundational knowledge of storage principals.
- Understanding of network protocols and technologies (e.g. DNS, DHCP, VLANs, LACP, etc.)
- Ability to work in a fast-paced environment.
- Excellent analytical and problem-solving skills
- Willingness to learn new technologies to support company growth.
- Strong experience with hypervisor/virtualization technology (e.g. vSphere & KVM).
- Excellent communication skills to interface with various business partners and leadership
- "Can-do" attitude with a desire to learn
- Organizationally savvy to handle multiple business priorities simultaneously and prioritize and complete work within stringent deadlines
- Ability to travel on an as-needed basis

Extra Points:

- Industry certifications (MCSE, MCSA, CCNA, VCP, etc.)
- Previous experience in similar roles in the video game or technology industries preferred
- Passion for or curiosity about video games

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Raven Software Associate UX Designer Job Description

Job Title: Associate UX Designer
Reporting To: Lead UX Designer
Department: Battle.net
Location: Middleton, Wisconsin

Why Raven:

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Your Mission:

The Associate UI/UX Designer role requires outstanding technical knowledge of the process and tools for designing and creating in-game UI design and UX systems.

You will:

Be able to conceptualize the user experience flow from wireframe concepts or prototypes, to execution of concepts and asset creation for engineering—using tools such as Adobe Photoshop, Illustrator, XD, InDesign, and/or After Effects. Experience in creating functional UI/UX prototypes and tools experience is a bonus.

This role will report to the Lead UI/UX Designer, and will be expected to collaborate within a team of UI/UX designers and artists, engineers, and gameplay designers, to create systems and assets to the highest standards for all areas of front-end and in-game UI.

The ideal candidate is expected to have proven experience within a similar role (with supporting portfolio that exemplifies your work), be an exceptionally creative problem solver, good communicator and presenter of UX design (and systems), positive team member and one who always shows high levels of enthusiasm and talent for creating games with an intuitive UI for the player.

Priorities can often change in a fast-paced environment like ours, so this role includes, but is not limited to, the following responsibilities:

Your Profile:

- Have an intense understanding of game front-end UX flow and HUD systems.
- Be able to conceptualize, present, and execute ideas on schedule.
- Create and implement UX design and/or UI art within defined look & feel.
- Ensure that work supports overall game design and art style/direction.
- Develop and iterate on design concepts based on feedback.
- Work with Lead UI/UX Designer to define and understand functionality, design, and technical requirements.
- Actively and constructively contribute to technical and artistic problem solving across departments.
- Work to achieve consistency in art style and quality of one's own work.
- Possess a strong graphic design background and understanding of design principles.
- Demonstrate understanding of game aesthetic and branding requirements.
- Work within agreed technical budgets and restrictions.
- Troubleshoot, seek solutions, and ask questions.
- Balance, organize, and prioritize tasks to meet deadlines.
- Have a passion for games and interactive media.

Player Profile:

Minimum Requirements:

- Specialized training in graphic and interactive design or illustration from a 4 year program or equivalent level of professional experience required.
- Two to five years of professional experience designing for games and/or interactive media.

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Activision Blizzard, Inc. (NASDAQ: ATVI), is one of the world's largest and most successful interactive entertainment companies and is at the intersection of media, technology and entertainment. We are home to some of the most beloved entertainment franchises including Call of Duty®, World of Warcraft®, Overwatch®, Diablo®, Candy Crush™ and Bubble Witch™. Our combined entertainment network delights hundreds of millions of monthly active users in 196 countries, making us the largest gaming network on the planet!

Our ability to build immersive and innovate worlds is only enhanced by diverse teams working in an inclusive environment. We aspire to have a culture where everyone can thrive in order to connect and engage the world through epic entertainment. We provide a suite of benefits that promote physical, emotional and financial well-being for 'Every World' - we've got our employees covered!

The videogame industry and therefore our business is fast-paced and will continue to evolve. As such, the duties and responsibilities of this role may be changed as directed by the Company at any time to promote and support our business and relationships with industry partners.

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Raven Software Audio Engineer Job Description

Job Title: Audio Engineer
Reporting To: Senior Audio Engineer
Department: PROGRAMMING
Location: Middleton, Wisconsin

Your Mission:

As an Audio Engineer you will optimizing, enhancing, and developing new audio systems on top of the foundation of Call of Duty's AAA engine technology. This is a great opportunity to be part of a passionate team that defines and shapes the technology which will push our upcoming Call of Duty titles further in audio.

You will be developing the audio engine systems for our shipping products as well as improving the workflows of our content team. Qualified candidates will need to have a background in engine development and audio systems. This includes a range of responsibilities that will need core proficiencies in multi-threading, I/O, memory management, performance, hardware architecture, and optimizations. You will need to be proficient in writing efficient and clean C/C++ code.

Priorities can often change in a fast-paced environment like ours, so this role includes, but is not limited to, the following responsibilities:

- Support Senior Audio Engineer in deploy, evaluate performance, and test software on all supported platforms
- Communicate features and development with production, engineering, design, and audio teams
- Participate in the performance and code review process
- Contribute to the design and roadmap of industry-leading AAA audio engine technology
- Collaboration and co-development with other audio engineering and content teams
- Report to the Senior Audio Engineer

Player Profile:

Minimum Requirements:

- Bachelor's degree in a Computer Science, Engineering, or Math-related field
- Experience developing and optimizing audio systems
- Background with parallel programming and multi-threaded engine systems
- Understanding of computer architecture and memory systems

- Strong programming background in C/C++
- Solid debugging skills, including ability to debug at an assembly-level when necessary
- Shipped at least one game title
- 5+ years of experience working in the game industry or related field
- Ability to collaborate, coordinate, & communicate while supporting internal/external team
- Comprehensive understanding of object-oriented programming
- Creative, motivated, focused, passionate, results-oriented
- Demonstrated ability to write efficient, readable, and reliable code
- Passion for audio, games, and technology

Extra Points:

- Strong math skills
- Familiarity with custom or third-party audio APIs
- Demonstrated work in mixing, stitching, DSP, and/or 3D audio systems
- Background with audio-related tools
- Writing/debugging SIMD code
- Experience in C#/.NET
- Proficiency with game console development
- Experience with file streaming technologies

About Raven Software

Founded in 1990, Raven Software is the developer of numerous award-winning games including Hexen, Star Wars Jedi Knight II: Jedi Outcast, Marvel: Ultimate Alliance and most recently, a major contributor to the blockbuster Call of Duty® franchise. We're based in Middleton, Wisconsin, a suburb of Madison, annually ranked on numerous lists as one of the top places to live and work.

We have a unique vision for our industry. One that has and continues to inspire us. We bring no egos. We focus on what is best for the game. We hire stunning peers. We own our own mistakes. We treat each other with respect. After nearly 30 years, Raven Software is still thriving. We developed a team who cares about one another, our games and our players.

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Raven Software Associate Audio Engineer Job Description

Job Title: Associate Audio Engineer
Reporting To: Lead Audio Engineer
Department: PROGRAMMING
Location: Middleton, Wisconsin

Your Mission:

As an Associate Audio Engineer you will optimizing, enhancing, and developing new audio systems on top of the foundation of Call of Duty's AAA engine technology. This is a great opportunity to be part of a passionate team that defines and shapes the technology which will push our upcoming Call of Duty titles further in audio.

You will be assisting in developing the audio engine systems for our shipping products as well as improving the workflows of our content team. Qualified candidates will need to have a background in engine development and audio systems. This includes a range of responsibilities that will need core proficiencies in multi-threading, I/O, memory management, performance, hardware architecture, and optimizations. You will need to be proficient in writing efficient and clean C/C++ code.

Priorities can often change in a fast-paced environment like ours, so this role includes, but is not limited to, the following responsibilities:

- Design, modify, optimize, and debug core audio engine systems
- Deploy, evaluate performance, and test software on all supported platforms
- Communicate features and development with production, engineering, design, and audio teams
- Participate in the performance and code review process
- Contribute to the design and roadmap of industry-leading AAA audio engine technology
- Collaboration and co-development with other audio engineering and content teams
- Report to the Lead Core Technology Engineer

Player Profile

Minimum Requirements:

- Bachelor's degree in a Computer Science, Engineering, or Math-related field
- Experience developing and optimizing audio systems
- Background with parallel programming and multi-threaded engine systems
- Understanding of computer architecture and memory systems
- Strong programming background in C/C++
- Solid debugging skills, including ability to debug at an assembly-level when necessary

- Shipped at least one game title
- 5+ years of experience working in the game industry or related field
- Ability to collaborate, coordinate, & communicate while supporting internal/external team
- Comprehensive understanding of object-oriented programming
- Creative, motivated, focused, passionate, results-oriented
- Demonstrated ability to write efficient, readable, and reliable code
- Passion for audio, games, and technology

Extra Points:

- Strong math skills
- Familiarity with custom or third-party audio APIs
- Demonstrated work in mixing, stitching, DSP, and/or 3D audio systems
- Background with audio-related tools
- Writing/debugging SIMD code
- Experience in C#/.NET
- Proficiency with game console development
- Experience with file streaming technologies

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Our World

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Raven Software Associate Game Designer Job Description

Job Title: Associate Game Designer
Reporting To: Lead Game Designer
Department: DESIGN
Location: Middleton, Wisconsin

Why Raven?

Here at Raven, we pride ourselves on our unique vision for the industry that continues to inspire us after more than 30 years. We developed a team that cares about one another, our games, and our players. We treat each other with respect. We bring no egos. We focus on what is best for the game. We hire stunning peers. We own our mistakes. As we enter the next exciting chapter of our story, we are looking for people to grow with us. If you want to work with a world class team, on exciting new projects, then apply today! We look forward to hearing from you.

Your Mission:

Your mission is to develop, implement and tune player first experiences that will be enjoyed by millions of gamers across the globe. Ideal candidates are an excellent and persuasive communicator, have experience with first person shooter (FPS) games, fierce skills in competitive FPS games, an aptitude for critical thinking and analysis, boundless creativity, a good visual aesthetic, solid scripting ability, strong sense of special design, extensive knowledge of the Call of Duty games, and a deep passion for playing videogames. This role will work alongside experienced Raven Designers to complete content for our high profile games. All Designers work on in game content. This is a great opportunity to further develop skills, help the team, and improve your portfolio and see your work on the market.

Your Mission:

- Work closely with Senior Designers to deliver world class gameplay experiences.
  Research subject matter relating to the design objective to ensure the authenticity of the experience.
- Implement the team's vision for the game levels.
  Play builds of games in progress and provide prioritized, constructive feedback.

- Work with teams throughout development to help create levels that meet team expectations.

Player Profile:

- Practical understanding of the design process including level design, weapons, AI, controls, UI, etc.
- Functional command of a commercial 3D level editor (Radiant, UnrealEd, Hammer, UnityEd, etc.).
- Working knowledge of GSC, C++, C#, Lua, or another scripting language.
- Excellent verbal and written communication skills.
- Must work creatively in a demanding technical environment.
- Can quickly learn and master new tools and implementation techniques.
- Absolute passion for playing and making the industry's best videogames.

Pluses:

- We use Radiant, so having previous experience with it is a big plus.
- We use GSC for scripting, so knowing it is another big plus.
- Shipped game experience.
- Experience in another game development discipline (Art, Engineering, Animation, UI, Sound, etc.).
- Mod community experience.
- Film industry experience.

REQUIRED APPLICATION MATERIALS

- Cover Letter which includes:
- What excites you about working for Raven Software.
- What abilities or skills make you stand out against all the other applicants.
- Give specific, real-world examples of where you meet each job requirement.
- Resume
- Focus on relevant experience to the position you are applying for.
- Demonstrate your track record of conceiving and implementing excellent gameplay.
- If you have a portfolio, showing off finished work is highly recommended.

* Only submittals with Cover Letters will be considered.

** Depending on previous experience, you may be required to complete a Design Test.

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About Us

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Raven Software Associate Lighting Artist Job Description

Job Title: Associate Lighting Artist
Reporting To: Lead Lighting Artist
Department: ART
Location: Middleton, Wisconsin

Why Raven?

Here at Raven, we pride ourselves on our unique vision for the industry that continues to inspire us after more than 30 years. We developed a team that cares about one another, our games, and our players. We treat each other with respect. We bring no egos. We focus on what is best for the game. We hire stunning peers. We own our mistakes. As we enter the next exciting chapter of our story, we are looking for people to grow with us. If you want to work with a world-class team, on exciting new projects, then apply today! We look forward to hearing from you.

Your Mission:

Your mission is to craft immersive and compelling environment artwork for the blockbuster Call of Duty franchise. You will work alongside experienced lighting artists who will train you how to craft high quality, performant lighting for game levels. This entry-level position is the perfect opportunity to develop your skills, improve your portfolio, and light environments that will be enjoyed by millions of gamers across the globe. Above all, we are looking for an innovative and dedicated teammate to help tell our story.

You Will…

- Share your deep passion of crafting lighting schemes and captivating visuals for environments.
- Work closely with your Lead to meet training expectations, execute high-level art direction, and deliver compelling and cohesive lighting for world-class player experiences.
- Work in Radiant to augment play-spaces with artwork that supports game and story objectives.
- Thrive on open and welcome constructive criticism.

- Proactively increase your knowledge of new tools, processes, and pipeline best practices.
- Contribute creative and original ideas towards all aspects of game production and development.

You Bring…

Minimum Requirements:

- Proven ability to create high-quality lighting visuals utilizing industry lighting and rendering editors for console hardware (Xbox, PS, PC).
- Egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Familiar of game engines, pipelines, and processes.
- Good communication and problem-solving skills.
- Ability to thrive in a challenging and often ambiguous environment.
- Familiar understanding of game lighting with ability to clearly discuss modern trends.
- Recent reel demonstrating a focus and commitment to realistic lighting techniques and knowledge.

Extra Points:

- Strong traditional art foundation.
- Basic understanding of game engines, tools, pipelines, memory constraints, and development processes.
- Proficiency with color grading and shader development.
- Passion for the Call of Duty franchise.
- History of playing a variety of game genres both digital and physical.

About Raven

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We each bring a unique set of experiences from dozens of cultural backgrounds. Our shared values unify our direction and decisions, helping us touch the lives of more than a billion people each day.

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Raven Software Expert Artist Job Description

Job Title: Expert Artist
Reporting To: Lead Expert Artist
Department: ART
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise is seeking a passionate Expert Artist to join our art team. Expert Artists are responsible for setting the bar for visual and production quality while fostering a fun and productive environment for coworkers. This is an excellent opportunity to work and learn from a group of talented and proven developers who are passionate about making games.

Your Mission:

- Craft compelling visual narratives that reinforce and enhance the game's setting, story, and gameplay elements
- Build (set dress, edit, optimize) realistic detailed 3d environments from photo reference and concept.
- Communicate and collaborate effectively with the development team.
- Quickly learn and adapt to new tools, processes, and pipelines.
- Assist in troubleshooting artistic and technical issues.
- Create 3d models (structures, terrain, props) from photo reference and concept.
- Support 3d asset outsource process (gathering reference, creating proxy 3d models)
- Ensure that artists are striving to complete highest priority assignments.
- Work with Production to ensure time estimates are accurate and achievable.
- Collaborate with artists on team to ensure project goals are met.
- Proven ability to setup and define pipelines, processes, and best practices.
- Sets up discipline specific art training and tests for candidates being considered and artists on the team.

Player Profile:

- Solid portfolio demonstrating focus and commitment to 3d environment creation.
- A minimum of 5 years developing art for games
- Friendly, helpful, and collaborative in a team-based environment.
- Demonstrated modeling skill and experience in a major 3d package.
- Demonstrated ability to create and edit textures in Photoshop.
- Basic understanding of lighting and shader creation.
- Effective verbal and written communication skills.
- Awareness of game engine budgets, limits, and memory constraints.
- Basic ability to communicate visually utilizing traditional media.
- Ability to consistently resolve issues from a visual, production, and technical perspective.

In order to be considered for this position, you must submit a portfolio

About Us

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Raven Software Expert Software Engineer Job Description

Job Title: Expert Software Engineer
Reporting To: Senior Expert Software Engineer
Department: PROGRAMMING
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is looking for a passionate Expert Software Engineer to join our talented team as we continue to develop the best game experiences in the industry. This position will play a key role in the creative design of the next-generation of first-person shooters (FPS).

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is seeking a passionate Expert Software Engineer to join our high-caliber team.

Your Mission:

•   Develop, modify, and debug UI software in script and C/C++

•   Deploy, evaluate performance, optimize and test UI software on PC and console platforms

•   Collaborate with other internal departments (art, design, audio, QA, etc)

•   Co-develop and collaborate with other Activision studios

•   Document software and features for internal and external engineering teams

•   Participate in the scheduling, design, performance and code review process

•   Report to UI Lead Engineer Player

Profile:

•   Bachelor's degree in a Computer Science, Engineering, or Math related field

- Shipped at least one game title

- 7+ years of experience working in the game industry

- Proven ability to collaborate, coordinate, communicate and support other team members

- Comprehensive understanding of object-oriented programming

- Creative, motivated, focused, passionate, results-oriented

- Demonstrated ability to write efficient, clean, readable, portable, and reliable code

- Passion for gamesThe ideal candidate will also have:

- Aptitude for UX design

- Background in ActionScript programming

- Background in Lua programming

- Experience with console development (Xbox One, PS4)

About Raven

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Raven Software Junior Animator Job Description

Job Title: Junior Animator
Reporting To: Lead Animator
Department: ANIMATION
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise is looking for a talented and passionate Junior Animator to join our talented team as we continue to develop the best gameplay experiences in the industry.
Ideal candidates will have a strong passion for creating both realistic and stylized animations, work alongside experienced Raven artists and Motion Capture team to produce content for high profile games.

You must be able to thrive in a challenging environment, with an aptitude for critical thinking and analysis, and a deep passion for videogames. Experience in first-person shooter (FPS) games and knowledge of the Call of Duty games is a huge plus.

This is an excellent opportunity to work and be part of a highly talented team of proven developers who are passionate about making games.

Your Mission:

- Work closely with Lead Animators to deliver high quality animations

- Produce pre-visualizations and present concept ideas to the team

- Collaborates with team to ensure project goals are met and delivered to the highest levels

- Work with the Motion Capture team and assist in shoots to capture the highest levels of performance

- Working close with both the campaign and gameplay team to create stunning animations and cinematics

Player Profile:

- High skill levels in all areas of 3D animation and strong understating of animation principals

- Bachelor's degree (B.A.) in Animation focused program

- 7+ years of experience in games or animated feature films

- Proficient in Maya, Max, and/or Motion Builder

- Can quickly learn and master new tools and implementation techniques

- Communicate and collaborate effectively with other disciplines and departments

- Contribute and be part of a highly creative team, receiving and responding to feedback

- Absolute passion for playing and making the industry's best videogames

Portfolio:

- Strong reel demonstrating excellent examples of keyframe and motion capture animation works.

* Only submittals with Cover Letters will be considered – we want the best, so tell us why that's you!
** Depending on previous experience, you may be required to complete an Animation Test.

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Raven Software Video Editor Job Description

Job Title: Video Editor
Reporting To: Lead Video Editor
Department: MARKETING
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise is looking for a talented and passionate Video Editor to join our team. The Video Editor will be responsible for capturing and editing game footage for demos and internal trailers, logging and editing footage into reference reels, and producing motion graphics for pre-visualization.

Your Mission:

- Work with the Creative Director and development teams on all creative concepts and projects
- Capture and edit game footage for demos and internal trailers
- Collect, log, and edit footage info reference reels
- Animate layered concept art into 2.5D vignettes
- Collaborate with development & narrative teams on storyboarding and animatics
- Support the Animation and Design teams on pre-visualization
- Design and build multimedia presentations in PowerPoint

Your Profile:

- Video experience and a degree in Film, Digital Media, or related field
- Has a strong desire to grow and learn new skills through training, mentoring, and experimenting on the job.
- Expert in video editing and motion graphics suites, such as Adobe Premiere, Final Cut Pro and Adobe After Effects.
- Expert knowledge of Adobe Photoshop and Illustrator.
- Experience with audio design and editing.
- Experience with PowerPoint and a willingness to dig deep into its creative capabilities.
- Must be able to provide demo reel/portfolio demonstrating video, motion design and post-production skills.

- Knowledge and love of our games.

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Raven Software Associate Dialog Editor Job Description

Job Title: Associate Dialog Editor
Reporting To: Lead Dialog Editor
Department: PROGRAMMING
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise is seeking a passionate Associate Dialog Editor to join our art team. Associate Dialog Editors are responsible for setting the bar for visual and production quality while fostering a fun and productive environment for coworkers.

This is an excellent opportunity to work and learn from a group of talented and proven developers who are passionate about making games.

Your Mission:

We are looking for a candidate with a strong desire to work on dialog for games. As a Dialogue Editor, you will use your technical and creative audio skills to bring life to the action in our next big adventure. As a team member in the audio discipline, you'll contribute to the overall excellence of the game.

Responsibilities:

• Manage voice over assets using internal tools for the entire game

• Track all assets of the dialog from recording to game

• Receive and organize external voice editorial

• Record/Cut internal temp VO as well as final VO

• Work with QA to identify dialog related issues

• Work with Localization teams to ensure quality on foreign language builds

• Identify any other Dialog related issues and raise them with the Dialog Lead

Player Profile:

• 3+ years' experience editing dialogue

• 2+ years' experience recording ADR/VO

• Experience working with third-party editorial teams

• Solid organizational skills

• Knowledge of working in both OS X and Windows environments

• Strong communication and self-motivation are essential

• Ability to work well within a team and gracefully handle stressful situations

• Willingness to learn in-house tools, software, and methods

• Knowledge of Pro-Tools in a Post-Production working environment

• Location Sound Recording experience and/or PCAP recording

• Coding or scripting experience is a plus

About Us

Located in Madison, Wisconsin, RAVEN SOFTWARE offers an upscale work environment with state-of-the-art workstations, competitive compensation, a fun, collaborative environment, affordable living and an exceptional quality of life.

About Activision

Activision Blizzard, Inc. (NASDAQ: ATVI), is one of the world's largest and most successful interactive entertainment companies and is at the intersection of media, technology and entertainment. We are home to some of the most beloved entertainment franchises including *Call of Duty®*, *World of Warcraft®*, *Overwatch®*, *Diablo®*, *Candy Crush™* and *Bubble Witch™*. Our combined entertainment network delights hundreds of millions of monthly active users in 196 countries, making us the largest gaming network on the planet!

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Raven Software Associate Systems Designer Job Description

Job Title: Associate Systems Designer
Reporting To: Design Manager
Department: DESIGN
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise is seeking a passionate Associate Systems Designer to join our art team. Associate Systems Designer are responsible for setting the bar for visual and production quality while fostering a fun and productive environment for coworkers.

This is an excellent opportunity to work and learn from a group of talented and proven developers who are passionate about making games.

Your Mission:

- Develop, implement and tune player-first experiences that will be enjoyed by millions of gamers across the globe.
- You must thrive in a challenging and often ambiguous environment.
- Possess an agile and flexible mindset is also necessary since this position must deal with a wide variety of internal and external partners.
- Excellent and persuasive communication skills are a must.

You will…

- Collaborate with Creative Directors, Designers, Engineers, Artists, Producers, and Animators to deliver world-class game systems
- Research subject matter relating to the design objective to ensure an authentic experience
- Create and maintain design documents and systems specifications for games with an eye toward systems design and then provide verbal and written assessments of the same
- Clearly and effectively pitch designs and features using multimedia tools
- Be a proactive self-starter that can independently execute high-level direction
- Use scripting tools to create, iterate, and balance game mechanics and systems

- Play builds of games in-progress and provide concise and prioritized feedback to both internal teams and external partners
- Uphold system designs during a live environment
- Possess a comprehensive understanding of the design process spanning all facets of the game
- Champion best practices and advocate towards streamlining tools and processes
- Review design documents and systems specifications of games with an eye toward systems design and then provide verbal and written assessments of the same
- Interface with other Design teams to ensure systems are understood and utilized
- Partner with production to create, update, and maintain development schedules
- Work closely with our user-testing teams during play-balancing to provide expert feedback
- Lead, task, mentor and conduct one-to-one meetings with other System Designers

Your Profile:

- 2+ years in the games industry working in a system design capacity, with at least 1 shipped titles in the AAA console / PC space
- Ability to lead by example echoed through a professional and egoless personality
- Rock-solid communication skills
- Solid understanding of systems design with ability to clearly discuss modern trends
- Ability to write high and low-level documentation (PowerPoint, Word, Excel, Visio, etc.)
- Strong problem-solving skills
- Passion for Call of Duty, with understanding of the franchise's progression and reward systems
- Hunger for gaming (especially online) with a broad range of game experience
- Experience with programming/scripting languages

Extra Points for having:

- Significant understanding of the Call of Duty franchise and Warzone.
- Comprehensive knowledge and understanding of the F2P games space.
- Prior experience working on a games-as-a-service product.
- Experience with visual software (Photoshop, Illustrator, etc.)

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The videogame industry and therefore our business is fast-paced and will continue to evolve. As such, the duties and responsibilities of this role may be changed as directed by the Company at any time to promote and support our business and relationships with industry partners.

Raven Software is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, protected veteran status, or any other basis protected by applicable law and will not be discriminated against on the basis of disability.

Raven Software Environment Software Engineer Job Description

Job Title: Environment Software Engineer
Reporting To: Senior Environment Software Engineer
Department: PROGRAMMING
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is looking for a passionate Environment Software Engineer to join our talented team as we continue to develop the best game experiences in the industry. This position will play a key role in the creative design of the next-generation of first-person shooters (FPS).

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is seeking a passionate Expert Software Engineer to join our high-caliber team.

Your Mission:

- Develop, modify, and debug UI software in script and C/C++
- Deploy, evaluate performance, optimize and test UI software on PC and console platforms
- Collaborate with other internal departments (art, design, audio, QA, etc)
- Co-develop and collaborate with other Activision studios
- Document software and features for internal and external engineering teams
- Participate in the scheduling, design, performance and code review process
- Report to UI Lead EngineerPlayer Profile:

- Bachelor's degree in a Computer Science, Engineering, or Math related field

- Shipped at least one game title

- 3+ total years in the games industry working in an environment art capacity, with at least 1 shipped title in the AAA console / PC space.
- Egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Proven ability to create high-quality assets utilizing multiple major 3D and 2D packages (3DS Max or Maya and Photoshop or Substance) for console hardware (Xbox, PS, PC).
- Possesses in-depth understanding of game engines, pipelines, and processes.
- Impressive communication and strong problem-solving skills.
- Proven ability to thrive in a challenging and often ambiguous environment.
- Solid understanding of game art with ability to clearly discuss modern trends.
- Strong portfolio demonstrating focus and commitment to realistic environment and current gen 2D/3D asset creation; ideally demonstrating various objects alone and assembled into compelling environments.

Extra Points:

- Familiarity with photogrammetry process, procedural content creation, or PBR workflows.
- Passion for the Call of Duty franchise.
- Strong traditional art foundation.
- History of playing a variety of game genres both digital and physical.
- Experience working in the game industry
- Proven ability to collaborate, coordinate, communicate and support other team members
- Comprehensive understanding of object-oriented programming
- Creative, motivated, focused, passionate, results-oriented
- Demonstrated ability to write efficient, clean, readable, portable, and reliable code
- Background in ActionScript programming
- Background in Lua programming

You Will:

- Collaborate with Creative Directors, Designers, Engineers, Artists, Producers, and Animators to deliver epic visual content for world-class player experiences.
- Work in Radiant to augment play-spaces with artwork that supports game and story objectives.
- Follow best practices and advocate towards streamlining tools and processes.
- Encourage artists to thrive on open and welcome constructive criticism.
- Contribute creative and original ideas towards all aspects of game production and development.

About Raven

We have a unique vision for our studio. One that continues to inspire us today. We bring no egos. We focus on what is best for the game. We hire stunning peers. We own our own mistakes. We treat each other with respect.

After nearly 30 years, Raven Software continues to thrive. We have developed a team that cares about one another, our games, and our players. As we enter the exciting next chapter of our story, we are growing. Our team is creative, highly intelligent, well-led, and equipped to face this exciting future.

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Raven Software Environmental Producer (Developer) Job Description

Job Title: Environmental Producer (Developer)
Reporting To: Senior Environmental Producer (Developer)
Department: PRODUCTION
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise is looking for a talented and passionate Environmental Producer (Developer) to join our high-caliber team. The Environmental Producer (Developer) will work closely with stakeholders across the studio and the publisher to ensure the very best game is produced on-time and within budget.

Your Mission:

- Craft believable photo real environment art that incorporates the needs of both high-level Art and Design direction as needed for a given space
- Collaborate closely with departmental counterparts to ensure your level both plays well and looks great
- Work revisions are due to direction rather than quality
- Pre-Production – Plan and prioritize tasks to ensure best possible results
- Ownership - High level of creativity and independence; requires little instruction
- Helps to troubleshoot and fix content when identified
- Expected to evaluate and help solve performance concerns
- Assist in the development of game features and content from concept to completion, often on multiple initiatives simultaneously
- Understanding and communicating project milestones, task deadlines, and stakeholder feedback to team members across the studio
- Predicting, identifying and proposing solutions for project risks and issues
- Being a part of the team – working with the teams to overcome complex problems, improve product quality and stay on track
- Being a partner to different Publishing groups including Production, Legal, PR and Marketing

Player Profile:

- 5+ years of world building experience with an industry leading level editor. UE4, Unity, etc.
- Strong foundational art skills. Understanding of composition, form, color, and light in relation to crafting environments
- Strong narrative and environmental story telling skills with regards to set dressing and world building
- Strong understanding of modular workflows as it relates to architectural assembly and asset creation
- Advanced skill in their discipline software. Max, Maya, Blender, Photoshop, and similar software
- Self-motivated, independent, with strong work ethic
- Photogrammetry experience a Plus +
- First Person Shooter experience a Plus +
- Shipped at least one game title
- Comprehensive understanding of game development, from concept to submission and sustained development post launch.
- Strong time-management skills with the ability to focus on priorities, manage change and deliver against agreed deadlines.
- Proven ability to work under rapid development cycles.
- The ability to confidently articulate and communicate ideas and concepts using outstanding written, verbal and presentation skills
- Proven ability to collaborate, coordinate, communicate and support other team members

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Raven Software Senior Game Designer Job Description

Job Title: Senior Game Designer
Reporting To: Senior Expert Game Designer
Department: DESIGN
Location: Middleton, Wisconsin

Why Raven:

Here at Raven, we pride ourselves on our unique vision for the industry that continues to inspire us after more than 30 years. We developed a team that cares about one another, our games, and our players. We treat each other with respect. We bring no egos. We focus on what is best for the game. We hire stunning peers. We own our mistakes. As we enter the next exciting chapter of our story, we are looking for people to grow with us. If you want to work with a world-class team, on exciting new projects, then apply today! We look forward to hearing from you.

Your Mission:

Your mission is to develop, implement, and tune highly cinematic player-first experiences that will be enjoyed by millions of gamers across the world. You will take ownership of tasks, proactively and independently solve challenges, and deliver high quality work in a timely manner. You must thrive in a challenging and often ambiguous environment. An agile and flexible mindset is also necessary since this position actively partners with a variety of internal and external partners. Above all, we are looking for an innovative and dedicated teammate to help tell our story.

You will...

- Collaborate with Creative Directors, Designers, Engineers, Artists, Producers, and Animators to deliver world-class game systems.
- Research subject matter relating to the design objective to ensure an authentic experience.
- Be a proactive self-starter that can independently execute high-level direction.
- Work in a C-style scripting language to create engaging, fun, unique, and highly polished moments.
- Clearly and effectively pitch designs and features using multi-media tools.

- Play builds of the game in-progress and provide concise, prioritized feedback.
- Work closely with user-testing teams during play-balancing to provide expert balancing feedback.
- Possess a comprehensive understanding of the design process spanning all facets of the game.
- Mentor other designers regularly and act as a resource to other designers.

You Bring…

Minimum Requirements:

- 7+ years in the games industry working in a design capacity, with at least 3 shipped title in the AAA console / PC space.
- Solid experience with programming/scripting languages.
- Passionate and egoless attitude that welcomes feedback and criticism, and enjoys working in a collaborative, iterative, and agile process.
- Ability to lead by example.
- Impressive communication skills.
- Strong understanding of geometry building, flow, and layout.
- Solid understanding of modern single-player design with ability to clearly discuss trends.
- Passion for games with a desire to make an impact at an industry level.
- Strong problem-solving skills.
- Expertise writing high and low-level documentation (PowerPoint, Word, Excel, Visio, etc.).

Extra Points:

- Profound understanding of the Call of Duty franchise.
- Comprehensive knowledge and understanding of the FPS games space.
- Prior experience working on a AAA first-person shooter.
- Experience with visual software like Photoshop, Illustrator, etc.

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Raven Software Associate Artist Job Description

Job Title: Associate Artist
Reporting To: Senior Artist
Department: ART
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise is seeking a passionate Associate Artist to join our art team. Associate Artists are responsible for setting the bar for visual and production quality while fostering a fun and productive environment for coworkers.

This is an excellent opportunity to work and learn from a group of talented and proven developers who are passionate about making games.

Your Mission:

- Craft compelling visual narratives that reinforce and enhance the game's setting, story, and gameplay elements
- Build (set dress, edit, optimize) realistic detailed 3d environments from photo reference and concept.
- Communicate and collaborate effectively with the development team.
- Quickly learn and adapt to new tools, processes, and pipelines.
- Assist in troubleshooting artistic and technical issues.
- Create 3d models (structures, terrain, props) from photo reference and concept.
- Support 3d asset outsource process (gathering reference, creating proxy 3d models)
- Ensure that artists are striving to complete highest priority assignments.
- Work with Production to ensure time estimates are accurate and achievable.
- Collaborate with artists on team to ensure project goals are met.
- Proven ability to setup and define pipelines, processes, and best practices.
- Sets up discipline specific art training and tests for candidates being considered and artists on the team.

Player Profile:

- Solid portfolio demonstrating focus and commitment to 3d environment creation.
- A minimum of 2 years developing art for games
- Friendly, helpful, and collaborative in a team based environment.
- Demonstrated modeling skill and experience in a major 3d package.

- Demonstrated ability to create and edit textures in Photoshop.
- Basic understanding of lighting and shader creation.
- Effective verbal and written communication skills.
- Awareness of game engine budgets, limits, and memory constraints.
- Basic ability to communicate visually utilizing traditional media.
- Ability to consistently resolve issues from a visual, production, and technical perspective.

In order to be considered for this position, you must submit a portfolio

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Raven Software Associate Motion Capture Technician Job Description

Job Title: Associate Motion Capture Technician
Reporting To: Lead Animator
Department: ANIMATION
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise, is looking for an Associate Motion Capture Technician to join our team to develop the soundscape for our current and future projects. You'll bring your own unique blend of skills to the audio team, collaborate with other game development disciplines across ACTIVISION, and create the best sounding experiences for millions of players. This role will report directly to our Lead Animator.

If you can demonstrate your keen sense of audio for games, we want you to join our team!

Your Mission:

As a member of the team, you will be directly responsible for supporting various game development teams with the creation of animation content. In this role you will support the integration of motion data to maintain the highest quality animation possible. Successful candidates will work closely with the animation teams in both post production, and on the live performance stage.

Player Profile:

- 5+ years' experience as a Mocap Technician
- Proficient with motion capture data cleanup and implementation
- 2+ years' experience with Motion Analysis hardware/software
- 3+ years of on-set experience in live performance industry (mocap preferred)
- 5+ years' experience Maya and Motion Builder

Your Duties:

- Data Post Processing (tracking / solving / retargeting)
- Support on-set mocap team with shoot prep, recording, recording sessions and post wrap
- Set up/manage real-time viewer and assets
- Monitor video reference and/or Helmet Mounted Camera (HMC) feeds
- Light prop building/fabrication
- Quality control on post processes
- Review and provide feedback of project streamlining
- Foster positive working relationships, teamwork, and communication within the production teams

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Raven Software Expert Producer (Developer) Job Description

Job Title: Expert Producer (Developer)
Reporting To: Senior Expert Producer (Developer)
Department: PRODUCTION
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise is looking for a talented and passionate Expert Producer (Developer) to join our high-caliber team. The Expert Producer (Developer) will work closely with stakeholders across the studio and the publisher to ensure the very best game is produced on-time and within budget.

Your Mission:

- Craft believable photo real environment art that incorporates the needs of both high-level Art and Design direction as needed for a given space
- Collaborate closely with departmental counterparts to ensure your level both plays well and looks great
- Work revisions are due to direction rather than quality
- Pre-Production – Plan and prioritize tasks to ensure best possible results
- Ownership - High level of creativity and independence; requires little instruction
- Helps to troubleshoot and fix content when identified
- Expected to evaluate and help solve performance concerns
- Assist in the development of game features and content from concept to completion, often on multiple initiatives simultaneously
- Understanding and communicating project milestones, task deadlines, and stakeholder feedback to team members across the studio
- Predicting, identifying and proposing solutions for project risks and issues
- Being a part of the team – working with the teams to overcome complex problems, improve product quality and stay on track
- Being a partner to different Publishing groups including Production, Legal, PR and Marketing

Player Profile:

- 5+ years of world building experience with an industry leading level editor. UE4, Unity, etc.
- Strong foundational art skills. Understanding of composition, form, color, and light in relation to crafting environments
- Strong narrative and environmental story telling skills with regards to set dressing and world building
- Strong understanding of modular workflows as it relates to architectural assembly and asset creation
- Advanced skill in their discipline software. Max, Maya, Blender, Photoshop, and similar software
- Self-motivated, independent, with strong work ethic
- Photogrammetry experience a Plus +
- First Person Shooter experience a Plus +
- Shipped at least one game title
- Comprehensive understanding of game development, from concept to submission and sustained development post launch.
- Strong time-management skills with the ability to focus on priorities, manage change and deliver against agreed deadlines.
- Proven ability to work under rapid development cycles.
- The ability to confidently articulate and communicate ideas and concepts using outstanding written, verbal and presentation skills
- Proven ability to collaborate, coordinate, communicate and support other team members

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Raven Software Production Coordinator Job Description

Job Title: Production Coordinator
Reporting To: Senior Production Coordinator
Department: PRODUCTION
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise is looking for a talented and passionate Production Coordinator to join our high-caliber team. The Production Coordinator will work closely with stakeholders across the studio and the publisher to ensure the very best game is produced on-time and within budget.

Your Mission:

As a Production Coordinator at Raven Software, you will interface directly with Producers and Art Directors to facilitate the successful fulfillment of outsourcing needs for Call of Duty Warzone and Campaign.

The Production Coordinator is a front facing member of the Outsourcing team who works with the internal environment art teams and our external partners to ensure day-to-day operations are working optimally. This is a junior level position for aspiring game artists or art centric producers.

A qualified Production Coordinator is organized, professional, personable, courteous, hard-working, an effective communicator and loves working with people. This ideal candidate has "the hand of an artist with the communication skills of a producer." Being able to speak 'art language' with internal stakeholders is a must. Knowing your way around 3d programs such as 3dsMAX, Maya, and Zbrush, as well as Photoshop, is integral for your success. Understanding your way around production tools such as Shotgrid and JIRA are a huge plus. This is an exciting opportunity to join an award-winning video game developer, and work with some of the best gaming talent in the world.

Priorities can often change in a fast-paced environment like ours, so this role includes, but is not limited to, the following responsibilities:

- Interface with the Environment Art leads.
- Interface with all external partners currently in production on Raven assets.

- Prepare vendor packages outlining asset deliverable requirements for various types of game art.
- Gather received 3d assets from external vendors and prepare 3d review scenes for review by art directors.
- Collect verbal feedback from art directors and create paintovers / feedback outlines to send to external vendors.
- Design blockout / proxy geometry in 3dsMAX / Maya for use by our environment teams for worldbuilding.
- Learn proprietary engine tools with enough proficiency to import received content and setup basic game ready models, materials, and prefabs.
- Ability to adapt quickly to the expectations of the art team to communicate art vision across teams and become a trusted 'art decision maker.'

Player Profile:

- 3d Art Modeling background with emphasis on game ready art.
- Adaptive planner and problem solver
- Effective communicator, verbally, visually, and in explicit written form.
- Works well in a fast-paced and pressure packed environment
- Solid time management skills
- Ability to multitask and prioritize competing tasks
- Ask good questions
- Understands the basics of 3D game asset production
- Passion for learning and expanding knowledge
- Professional, respectful, approachable personality
- Exhibits self-awareness and emotional maturity
- Extra Points:
- Proficiency with the use of production tracking tools such as Shotgrid / JIRA

About Raven

Founded in 1990, Raven Software is the developer of numerous award-winning games including Hexen, Star Wars Jedi Knight II: Jedi Outcast, Marvel: Ultimate Alliance and most recently, a major contributor to the blockbuster Call of Duty® franchise. We are based in Middleton, Wisconsin, a suburb of Madison, annually ranked on numerous lists as one of the top places to live and work.

We each bring a unique set of experiences from dozens of cultural backgrounds. Our shared values unify our direction and decisions, helping us touch the lives of more than a billion people each day.

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Activision Blizzard, Inc. (NASDAQ: ATVI), is one of the world's largest and most successful interactive entertainment companies and is at the intersection of media, technology and entertainment. We are home to some of the most beloved entertainment franchises including Call of Duty®, World of Warcraft®, Overwatch®, Diablo®, Candy Crush™ and Bubble Witch™. Our combined entertainment network delights hundreds of millions of monthly active users in 196 countries, making us the largest gaming network on the planet!

Our ability to build immersive and innovate worlds is only enhanced by diverse teams working in an inclusive environment. We aspire to have a culture where everyone can thrive in order to connect and engage the world through epic entertainment. We provide a suite of benefits that promote physical, emotional and financial well-being for 'Every World' - we've got our employees covered!

The videogame industry and therefore our business is fast-paced and will continue to evolve. As such, the duties and responsibilities of this role may be changed as directed by the Company at any time to promote and support our business and relationships with industry partners.

Raven Software is an Equal Opportunity Employer. All qualified applicants will receive consideration for employment without regard to race, color, religion, sex, sexual orientation, gender identity, gender expression, national origin, protected veteran status, or any other basis protected by applicable law and will not be discriminated against on the basis of disability.

Raven Software Senior Animator Job Description

Job Title: Senior Animator
Reporting To: Expert Animator
Department: ANIMATION
Location: Middleton, Wisconsin

Why Raven:

RAVEN SOFTWARE, developer of numerous award-winning games, including contributions to the blockbuster Call of Duty franchise is looking for a talented and passionate Senior Animator to join our talented team as we continue to develop the best gameplay experiences in the industry.

Ideal candidates will have a strong passion for creating both realistic and stylized animations, work alongside experienced Raven artists and Motion Capture team to produce content for high profile games.

Your Mission:

As a Senior Animator, you will create high fidelity 3rd person non player character animations that align to our pursuit of ultimate player immersion. This Immersion is achieved with animations that display realistic human motion and emotion in combat scenarios that bring our NPCs to life! The ability to analyze and de-construct the human range of motion, and executing the "feel" the project dictates, is the prime directive. You will be joining our passionate and talented team of Animators who continue pushing our standards of quality and drive, that echoes throughout our studio.

You must be able to thrive in a challenging environment, with an aptitude for critical thinking and analysis, and a deep passion for videogames. Experience in first-person shooter (FPS) games and knowledge of the Call of Duty games is a huge plus.

Priorities can often change in a fast-paced environment like ours, so this role includes, but is not limited to, the following responsibilities:

- Use motion capture and hand-keyed techniques to create high-fidelity NPC Animations that are genre-defining.
- Implement and maintain animations using proprietary tools, always evolving the animation engine.
- Communicate and collaborate with the most passionate team of engineers and designers to bring to life our most comprehensive NPC animation to date.
- Work closely with Senior Animators to deliver high quality animations